



ANNUAL PLAN OF WORK

July 2025 – June 2026



Laramie Rivers Conservation District
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www.LRCD.net

Protecting soil, water, and wildlife in Albany County since 1945

This Annual Plan of Work was approved by Laramie Rivers Conservation District Board of Supervisors on August 20, 2025.

MISSION STATEMENT

It is the mission of Laramie Rivers Conservation District to lead efforts to conserve Albany County's Natural Resources.

VISION

Laramie Rivers Conservation District's vision is to contribute to a thriving Albany County where healthy lands, clean water and resilient ecosystems support vibrant communities, sustainable agriculture, and abundant wildlife for generations to come.

STAFF

District Manager	Katie Wynne katie.wynne@LRCD.net
Senior Resource Specialist	Martin Curry martin.curry@LRCD.net
Resource Specialist	Holly Dyer holly.dyer@LRCD.net
Office Administrator	Natasha Dangler natasha.dangler@LRCD.net

FY 25/26 BUDGET INFORMATION

Laramie Rivers Conservation District anticipates the following income and expenditures for the 2025/2026 operating period:

We anticipate the following assets:	
Total	\$ 2,976,105.24
We anticipate the following expenses:	
Administration/Salaries	\$ 384,950.00
Operations – Programs	\$ 313,440.00
Fixed Costs/Capital Outlay	\$ 2,005,715.24
Reserve Accounts	\$ 270,000.00
Total	\$ 2,976,105.24

DISTRICT OPERATIONS

Goal: ensure that all LRCD operations and programs are mission-driven and completed in a fiscally responsible manner such that LRCD is accountable for the appropriate use of public funds.

District Operations Objectives:

Alignment with Mission Statement

All staff and Board of Supervisors will ensure that all activities and funding align with LRCD's mission.

Agency Cooperation

All staff will coordinate with other government and local non-profit agencies on projects that advance conservation efforts in Albany County.

Annual Report and Annual Plan of Work

All staff will collaborate to develop the 2025/2026 Annual Report and Annual Plan of Work to support operational transparency to the public and to ensure LRCD projects align with the mission.

Board Meetings

All staff and Board of Supervisors will conduct monthly public meetings to review projects, address any issues or concerns, guide staff activities, and approve monthly financial transactions and funding requests. The Office Administrator will record meeting minutes, with review from all staff and Board Secretary, and the approved and signed copies of meeting minutes will be provided to supervising officials, agencies, and partners as required for compliance.

Budget

All staff and Board of Supervisors will collaborate to develop an annual budget centered on fiscal responsibility to the local community. A public budget hearing will be held at the June 2026 Board of Supervisors meeting, and the budget will be sent to Wyoming Department of Agriculture by the end of June 2026 for their approval.

Compliance Reporting

The District Manager and Office Administrator will compile and submit operations information to Wyoming Department of Agriculture (WDA) and Wyoming Association of Conservation Districts (WACD) to receive state funds and fulfill Special District reporting responsibilities, including the state-required Department of Audit training for Special Districts. Compliance items will meet all annual deadlines (July 31, August 31, December 31).

Compliance reporting includes LRCD's annual report, annual plan of work, and annual summary; hosting a legislative function in Fall 2025 for any local and statewide legislators to attend to learn more about the work LRCD has completed; reviewing and submitting any new memoranda of understanding/working agreements with cooperating agencies as part of LRCD's annual audit, as well as completing the WDA's Annual Financial Rules Checklist and Base Allocation Rules Checklist.

District Operations Objectives:

Continuing Education / Trainings

As relevant and requested, all staff and Board of Supervisors will have training opportunities that increase LRCD's collective expertise and support knowledge of emerging issues in local natural resources conservation. As available, Resource Specialists will attend one ArcGIS or GIS Online training and one plant identification training within the next fiscal year.

Coordination with NACD and WACD

To augment staff's understandings of conservation districts, build networking opportunities, and to support staff's professional development, all staff will have the opportunity to attend National Association of Conservation Districts (NACD) and WACD meetings this fiscal year. This fiscal year, at least one Board Supervisor will attend either a WACD or NACD meeting.

The District Manager will coordinate closely with NACD and WACD and will relay relevant information to staff and the Board of Supervisors.

Financial Reporting

The District Manager, Office Administrator/Bookkeeper, Board of Supervisors, and a Certified Personal Accountant will review finances each month to ensure proper oversight and internal controls that prevent mismanagement of funds.

Leading with Conservation Ethic

All staff and Board of Supervisors will use best management practices for conservation both in the office and in practice in the field. This fiscal year, LRCD will obtain recycling bins for LRCD's office building and will recycle in accordance with City of Laramie regulations.

Legislative Updates, Policy Engagement

The District Manager will stay informed on current legislative issues that affect conservation districts and will inform all LRCD staff and Board of Supervisors. Board of Supervisors may submit statements of position and resolutions as necessary on natural resource issues to the WACD.

Staff Evaluations

In the first half of 2026, all LRCD staff will have annual evaluations, completed by the District Manager. The District Manager will have an annual evaluation completed by the Board of Supervisors.

Wyoming Toad Recovery

All staff Participate in the US Fish and Wildlife Service (USFWS) Wyoming Toad Release Day and Safe Harbor program. The Senior Resource Specialist will draft an annual report on the Safe Harbor program and will submit the report to USFWS and landowners engaged in the Safe Harbor Program by December 31, 2025. As relevant, the Resource Specialists and District Manager will coordinate engaging landowners with the Safe Harbor program.

LAND USE PLANNING

Goal: LRCD will coordinate with landowners and agencies to encourage thoughtful planning for both urban and industrial development, while advancing conservation efforts related to natural resources and the needs of wildlife in Albany County.

Land Use Planning Objectives:

County Notice / Subdivision Change Reviews

Within two weeks of receiving notice, Resource specialists and District Manager will perform reviews for all county notice reviews and zoning changes from Albany County Planning Commission, Albany County Planner, and County Commissioners, as required by State Statute 18-5.306 with considerations for permitted exemptions §18-5.301 to 18-5.303.

Federal Land Use Planning

When relevant and necessary, Resource Specialists and District Manager will participate in federal land use planning opportunities, including National Environmental Policy Act (NEPA) reviews, and will maintain cooperating agency status by participating in and commenting on proposed projects as needed. LRCD will continue attending biannual cooperator meetings and local tours as they pertain to the Medicine Bow Landscape Vegetation Analysis Project. When needed, Resource Specialists and District Manager will assist in development of the US Forest Service (USFS) Plan.

Land Use Plans, Restoration / Reclamation Plan Reviews

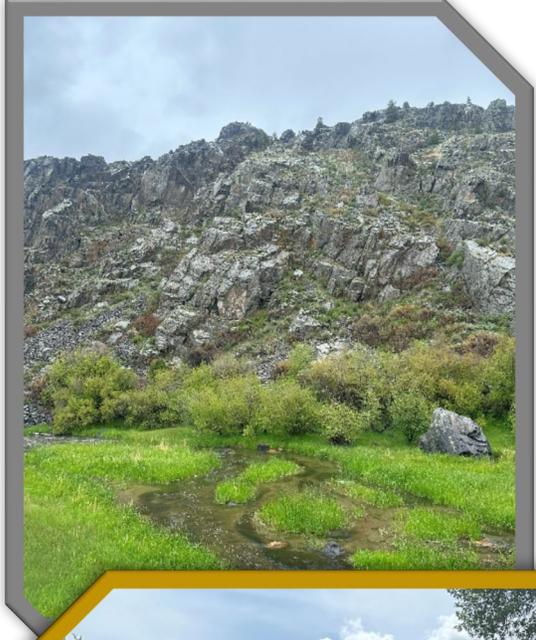
As needed, Resource Specialists and District Manager will coordinate with the Albany County Planner, landowners, and other entities and will perform reviews and comment on land use plans, restoration plans, and reclamation plans for all developers, including for renewable energy, transmission line, and other energy development projects.

SWAP Analysis Support

By the end of 2025, Resource Specialists will provide any remaining support to the Wyoming Game and Fish Department's 10-year update to the Wyoming State Wildlife Action Plan (SWAP) analysis, to be finalized in 2026.

Water Projects

This fiscal year, Resource Specialists and District Manager will coordinate with irrigation districts to plan opportunities to support water projects within Albany County, including a potential project related to the Little Laramie River from headwaters to Interstate 80 Total Maximum Daily Load (TMDL) work.

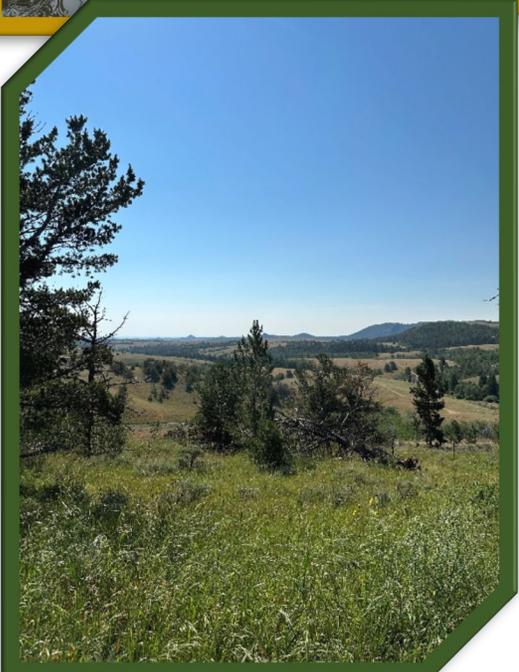
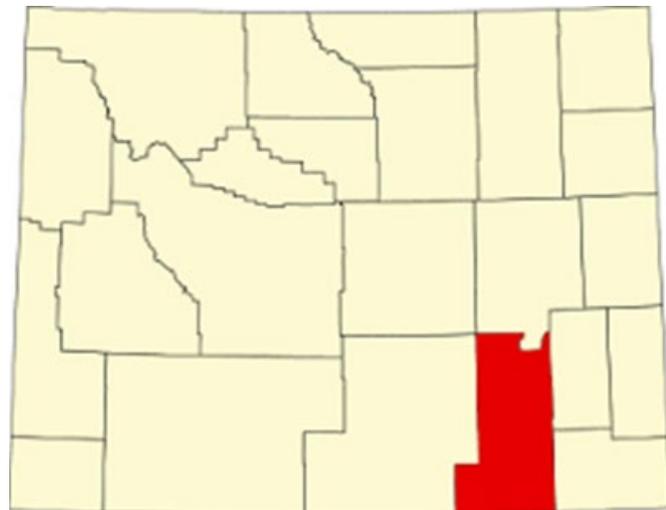


Albany County, Wyoming encompasses approximately 4,273 square miles, and includes two incorporated municipalities, the City of Laramie and the Town of Rock River.

According to the 2008 Albany County Comprehensive Plan, the majority of the county (62%) is classified as agriculture. As of 2008, LRCO reported 287 operating agricultural units, with an average size of 6,700 acres per operation.

Approximately 95,000 acres of meadow are primarily in flood irrigation and are concentrated along the Big and Little Laramie rivers, Rock Creek, and other streams in Albany County (Albany County Comprehensive Plan 2008). In addition to food sources, agricultural lands provide a number of benefits including wildlife habitat, open space, and scenic views.

In 2005, the Albany County Commissioners approved the full mill for the Laramie Rivers Conservation District. Each year, including this past fiscal year, LRCO requests the full mill levy from the county tax appropriations for LRCO's fiscal year operations budget, as permissible under Wyoming Statute § 11-16-133.



Map source:

https://en.wikipedia.org/wiki/Albany_County,_Wyoming

PROGRAMS AND RESOURCES

Goal: to collaborate with partners and landowners to lead the completion of conservation projects in alignment with LRCD's mission.

Analysis Cost-Share

Goal: to support landowners' ability to learn about the natural resources on their land for informed decision-making and improved management.

Analysis Cost-Share Objectives:

Financial Support

LRCD will provide partial reimbursement to Albany County residents who are interested in having soil, water, or forage/feedstuff analysis testing completed on their property. Resource specialists will review applications, and District Manager will approve applications.

Rural Cost-Share

Goal: to support land stewards in completing projects that apply conservation practices and make a positive difference on the land and provide net positive impacts on the greater community, while also improving stabilization of tax base.

Rural Cost-Share Objectives:

Financial Support

Through an application process, Resource Specialists and District Manager will assist agricultural operators in implementing best management practices by reimbursing up to 50% of eligible costs for completed projects. Projects include, but are not limited to, reducing sediment, nutrient runoff, riparian fencing, improving irrigation infrastructure, cross-fencing, windmills converted to solar, and livestock watering station development. Resource Specialists and District Manager will promote other available funding opportunities and assist interested applicants pursue funding with relevant partners, especially the US Department of Agriculture's Natural Resource Conservation Service (NRCS).

Technical Support

Resource specialists will provide free technical support for anyone working to conserve natural resources in Albany County through land management. Technical support provided may include providing local contacts, relaying pre-approved engineered designs from the NRCS, providing suggested grazing plans for improved rangeland health and wildlife habitat, offering design ideas for functionality and efficiency, providing educational material to help inform decisions.

Other Funding Opportunities

Resource Specialists and District Manager will encourage landowners to explore additional funding opportunities with LRCD's partners. Where applicable, all staff will collaborate with any appropriate partners to support funding of conservation projects. All staff will coordinate with the NRCS in implementing EQIP, CSP, AMA, ACEP, and RCPP.

Community Enhancement Grant

Goal: to provide funding opportunities to support the urban communities within Albany County.

Community Enhancement Grant Objectives:

Community Support

Office Administrator will manage grant funding opportunities for community enhancement projects that benefit the public and promote the quality of Albany County's water and other natural resources.

Technical Assistance / Financial Assistance

Goal: to promote holistic range management practices on private and public land, assist landowners with creating and implementing grazing plans, support upland grazing improvements and riparian habitat, and educate landowners and public about noxious and invasive weeds.

Technical Assistance /Financial Assistance Objectives:

Funding Opportunities

Where applicable, Resource Specialists and District Manager will pursue funding for conservation projects and will continue management and reporting of existing grants.

Noxious & Invasive Species Control / Weed Management

All staff will educate and assist the public with the identification and control of noxious and invasive species through newsletter articles, the LRCD website, and conducting field visits. All staff will coordinate with Albany County Weed and Pest on emerging weed issues.

Native Rangeland Seeding

Resource Specialists and District Manager will offer seed recommendations and provide rental equipment for reseeding disturbed areas.

Range Monitoring

Resource Specialists and District Manager will assist federal agencies and local landowners with range monitoring and grazing plans to support livestock grazing and allow for sustained wildlife habitat on private and public lands in Albany County.

Small Water Projects

Resource Specialists and District Manager will coordinate planning and identify funding opportunities to support landowners implementing water development projects within Albany County.

Soil Health

Resource Specialists and District Manager will promote soil conservation and erosion control through best management practices and assist with project funding through the LRCD cost-share programs.

Living Snow Fence Cost-Share

Goal: to promote appropriate planting of trees and shrubs within Albany County for living snow/windbreak fences as energy and water conservation tools by providing technical expertise, reduced-cost plant materials, and installation/planting services.

Living Snow Fence Cost-Share Objectives:

Financial Support

Through an application process, LRCD will provide partial reimbursement for the installation of living snow fences, windbreaks, and drip irrigation systems including the planning, supplies, and labor associated with each approved project.

Technical Support

Resource Specialists will provide free technical support for anyone interested in windbreak and snow fence designs including assistance selecting trees and shrubs compatible with the site, identifying recommended placement, and providing an estimated water budget associated with the project.

Water Conservation / Water Education

Goal: to support education surrounding water conservation and to promote activities that improve water quality in Albany County.

Water Conservation / Water Education Objectives:

City Ranches

Resource Specialists and District Manager will coordinate with the City of Laramie on Monolith Ranch Planning and support efforts surrounding planned small water projects.

Groundwater and Aquifer Protection/Education

All staff will educate residents on well and groundwater protection through LRCD programs and outreach. All staff will continue assisting Albany County and the Pilot Hill Project with the protection of the Casper Aquifer to support clean drinking water to City of Laramie residents.

Impaired Streams

Resource Specialists and District Manager will coordinate with Wyoming Department of Environmental Quality (WY DEQ), NRCS, USFS, Wyoming Game and Fish, and landowners to address impaired stream segments in Albany County.

Water Quality Monitoring

As needed, Resource Specialists will provide WY DEQ with water quality data on the Upper Laramie River Watershed.

COMMUNITY ENGAGEMENT, EDUCATION, AND OUTREACH

Goal: to educate the public about the importance of natural resource conservation, instill a conservation ethic in the community, and support local conservation projects that benefit the land and community.

Community Engagement, Education, and Outreach Objectives:

Community Engagement

All staff and Board of Supervisors will seek opportunities to participate with community organizations and non-profits that align with LRCD's mission and allow LRCD to share technical expertise and assist with projects and programs that advance conservation efforts. Current organizations include Laramie Beautification Committee, Rooted in Laramie, Pilot Hill Project, Rotary Club, and others.

Community Enhancement

LRCD will provide funding for Albany County's Annual Clean-Up Day and the Laramie Community Clean-Up Day.

Senior Resource Specialist and District Manager will manage the LaBonte Community Garden, hire a temporary seasonal gardener to assist with day-to-day garden management, and coordinate with gardeners renting plots.

All staff will educate landowners and residents on selecting and maintaining appropriate tree/shrub species and will hold an annual spring sale of low-cost seedling shrubs and trees. As needed, Resource Specialists will identify resources for landowners surrounding any issues with trees, direct landowners to experts in UW Extension or the City Arborist.

Senior Resource Specialist will work with Albany County Weed and Pest to provide treatment for control of noxious weeds surrounding the Town of Rock River.

Conservation Education

All LRCD staff participate in local youth natural resource conservation and land stewardship practices by collaborating with educational and agricultural organizations on events, as well as coordinating activities for local and nationally observed conservation events. Office Administrator will encourage Albany County School District to engage schools for the NACD poster contest.

All LRCD staff will plan and implement programs and events that educate the public about conservation issues and practices including adult education workshops, small acreage events, range monitoring, cost-share programs, plant identification, and noxious weed education and management. This fiscal year, all LRCD staff will collaborate to: host one new workshop on a technical topic, identify 10 new families to add to our newsletter, identify five new landowners for participation in LRCD programs, and support more than 300 attendees at LRCD's 2026 Conservation Expo.

Increasing Awareness of LRCD

All LRCD staff will inform the public about programs offered by LRCD through quarterly newsletter, brochures, newspaper ads, social media, LRCD website, and event displays.

Community Engagement, Education, and Outreach Objectives:

Wyoming Small Acreage Issue Team

Resource Specialist will coordinate with the Wyoming Small Acreage Issue Team in providing educational material and events with information relevant to urban, rural small acreage, and agriculture operations, and will represent LRCD on the University of Wyoming Extension Office's Small Acres Team at the local meeting and the annual statewide meeting. LRCD will contribute funds to Barnyards and Backyards magazine.